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Intermountain Reporter

United States Department of Agriculture

• Forest Service

• Intermountain Region

• Ogden, Utah

• JUNE-JULY 1989

GENERAL INTEREST

Smokey and the American Cowboy



Logos depicting the partnership between the Professional Rodeo Cowboys Association and Smokey in promoting fire prevention.

Here I am at the Dodge National Rodeo Finals in Pocatello, Idaho, one of the largest rodeos in the nation. I'm standing next to Smokey as he accepts the keys to a new 1989 diesel-powered Dodge truck and trailer. The crowd applauds loudly as the media goes wild taking pictures. Am I dreaming?

It's a dream all right! But it's not my

dream. This is a dream come true for Gene Dowdy, Mendocino National Forest in Region 5. For years, Gene kicked around the idea of a partnership between the Professional Rodeo Cowboy Association (PCRA), Dodge, and Smokey Bear with the tie being FIRE PREVENTION. He finally approached his superiors with a proposal and the Forest Supervisor gave him the green light. He recruited

Jerry Barney and the two of them have exceeded everyone's wildest expectations!

The idea caught on like wildfire—pardon the pun! In less than a year, Gene and Jerry had signed agreements between PRCA and the Chrysler Corporation.

We're not talking small potatoes (no

GENERAL INTEREST

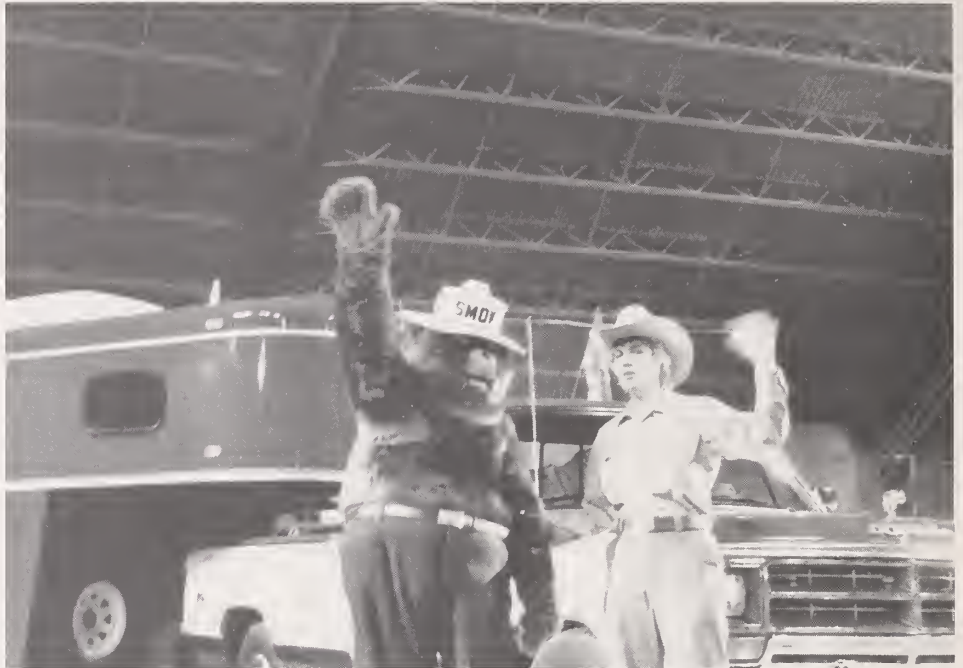
disrespect intended, Idaho residents!). The rodeo commission is providing promotional material including photographs of world champion cowboys with Smokey, coloring pages, banners, flags, and advertising space. Chrysler Corporation provided a sharp red and white 1989 diesel truck with a trailer that is tastefully carpeted, panelled and air conditioned. It will become Smokey's quarters and house promotional materials. All fire prevention agencies—including the Bureau of Land Management, Forest Service and the State of California—will be able to promote Smokey with the Great American Cowboy.

I suppose many of you are sitting back and thinking Region 5 got a lucky break. You're right. But there is no reason why Region 4 can't capitalize on it. Dodge has indicated that there are trucks and trailers available for those who demonstrate commitment. The focus is on rodeos, even those not sanctioned by Dodge, but promotional materials may be used for other community events. Plans are currently being made for centennial celebrations in Idaho and Wyoming. Interested? Need to know more? Contact Dick Sanders in the Regional Office for details.

Now back to my involvement in this dream. Jeff Jones, Mike Birch and myself, from the Caribou National Forest, were selected as the Forest Service representatives at this event. We stand center arena surrounded by dirt, cowboys, horses, and bulls as the audience's attention focuses on us. The Commissioner of Rodeo, Lewis Cryer, is introduced. Ken Laurence, Lee Iacocca's right-hand man, nonchalantly drops a set of truck keys into Smokey's paws. History is made—a new program is born—and I was there. Don't pinch me! I want this dream to go on forever!

Susan J. Wight
Pocatello Ranger District*
Caribou National Forest

**Since writing this article, Sue has transferred to the Ashley National Forest.*



Smokey Bear and Susan Wight.



The red and white 1989 diesel truck and trailer donated by Chrysler Corporation.

Regional Forester's Message on *QUALITY*

On May 4, the Regional Leadership Team unanimously agreed to pursue Total Quality Management (TQM). We're excited about "quality" and want you to know how this effort will benefit the Region. At the same time, you're probably wondering how this "new initiative" will impact you. First, quality is defined as "doing the right thing right" or "conformance to requirements." I see it as "meeting expectations." Managing National Forest lands and State and Private Forestry programs is important work. I believe we all want to do that work at the level that our customers expect and that we expect of ourselves.

TQM is built on three principles: customer satisfaction, continuous improvement and shared responsibility. It has dramatically changed organizations such as Florida Power and Light and the Internal Revenue Service. We will be the first to take this on in the natural resources arena, so our task will be more challenging. TQM has been

oriented in the private sector, where "customer satisfaction" is a ready measure of quality; if customers are satisfied, they buy. It's not that simple in our "business." We have many different "customers," sometimes with very different expectations for a given piece of ground. So we will tailor TQM to our situation. For example, we've modified the TQM terminology "customer satisfaction" to "customer consideration", since we can't always "satisfy" our competing customers.

In Region 4, TQM will be directed by a Quality Council made up of the Regional Forester, two Deputy Regional Foresters, two Forest Supervisors, a Forest Staff Officer, a District Ranger and a member at large. Two or three Regional Office employees will be reassigned as full-time Council staff. Some Forests will very likely have their own Quality Councils; you may also see small "grass roots" task groups to deal with specific improvement areas.

Is this just one more initiative, one more "Number One Priority?" No, it isn't. It's applying a philosophy and mindset to everything we have been doing and are going to be doing. It will direct momentum built from previous initiatives—Delta Teams, "Communications/Awareness," the Continuing Education Program, "Excellence" training, pilot Forests, the Regional

Futures Group, and the customer and employee focus of the National Recreation Strategy. It will build on successes achieved in "Management Effectiveness for the '80s." TQM will focus the creative thinking of those efforts on one important goal: improving the quality in work we do.

What does TQM mean to you? It means the opportunity to do the good job you want to do, with management listening to your suggestions and removing barriers that get in the way. That's why top management will serve on the Quality Council. But, it won't be just "top down." TQM will belong to all of us.

How? Stay tuned. We're just getting started. The Quality Council starts its work this summer. A future Intermountain Reporter should have a comprehensive look at TQM and what it means for the Intermountain Region.



J. S. TIXIER
Regional Forester

P.S. A video of a question and answer session between the Regional Forester and employees on "Total Quality Management" has been distributed to all Forests. Don't miss it!

Editorial Policy—*Intermountain Reporter*

The following editorial policy reflects the Regional Forester's desire to produce a quality Regional newsletter that enhances internal communications and helps make the Intermountain Region a good place to work.

1. Articles in the Intermountain Reporter will feature people.
2. Each issue will attempt to contain something

about each National Forest within the Region.

3. The Regional Forester's message will express his current feelings regarding situations within the Region.

4. The content of the Reporter will be consistent with Forest Service policy.

5. All submissions must be delivered to the Editor by the 10th of the month prior to the desired publication date.

6. Articles should be sent to the Editor on DG (Editor:R04A). Photos to accompany text may be sent to the Editor separately.

7. Articles should not exceed 800 words in length.

8. Photos should be black and white.

9. All articles are subject to editing.

10. Not all articles that are submitted will be printed.

11. The Editor has final say over content.

RO NEWS

Just Too Busy to "Spit and Whittle?"

Delta Team Update on Ranger District Workload Study

"First of all, we, the members of the Delta Team on Ranger District Workloads, extend a big THANKS to those who filled out our questionnaire last fall."

"One of our goals at the onset of the project was to keep you informed of progress. Responses to our questionnaire indicate that you have a strong interest in this subject so here is a brief summary of our activities and findings to date. We anticipate that the complete report will be available by fall."

BACKGROUND REFRESHER: In September 1988, the Regional Forester formed a Delta Team of District personnel. The charge was to investigate the validity of a concern expressed at the "ground level" and by local publics that Ranger District field time is inadequate to accomplish project and resource administration work and still spend time communicating and being a good neighbor to our users and publics. The Team's tasks were to determine the extent of this concern, identify causes and develop recommendations to resolve the concerns now and in the foreseeable future.

ACTION THUS FAR: In November 1988, the Team sent a copy of a questionnaire to 2,136 field and nonfield-going personnel in Supervisor Offices and Ranger Districts in the Region to determine the extent of this concern. A total of 355 questionnaires were returned—a 16% sample. The response distribution was as follows:

Ranger District - field	=	56%
- non-field	=	7%
Supervisor Offices - field	=	23%
- non-field	=	14%

Responses came from field units across the Region. Every Forest was

represented. The questionnaire was completed by 34 different positions at the Ranger District and Supervisor Office levels. The positions with the most responses were:

Foresters	=	16%
Range Conservationists	=	11%
Forest Technicians	=	9%
District Rangers	=	8%
Biologists	=	7%
Forest Staff	=	6%
Civil Engineers	=	5%
		62%

Eighty percent of the respondents agreed with the identified concern. Less than 10 percent indicated that they felt field time was adequate. The rest checked "NO THOUGHTS" on the matter.

Those who agreed with the concern identified the following categories as the "time drains" that mainly kept District employees from getting out in the field:

- Prioritizing the many demands.
- Accomplishing nonfield-oriented activities; i.e., meetings, reporting, new program development, training, collateral duties.
- Managing shifting workload and current organizational structure, including increasing demands on a shrinking workforce.
- Keeping up with the proliferation of requests for information and maintaining data bases.
- Current budget process and budget planning during the field season.
- Meeting NEPA and other planning requirements.

WHAT'S NEXT: "Our Delta Team

now moves to the next phase—looking for solutions that will allow District employees to spend more time in the field. We know that some folks have succeeded in managing the effects of the "time drains" listed here. The Delta Team will be seeking you out! We want to hear your ideas!"

"Don't wait for us to find you, contact any Team member with success stories or ideas on how to manage this concern. The Team will be compiling solutions throughout this summer." Delta Team members (and their Data General mailboxes) are:

Lou Woltering, Leodore RD, Salmon NF (R04F13D05A);

Joe Bistrski, Monticello RD, Manti-LaSal NF (R04F10D05A);

Melissa Blackwell, Ogden RD, Wasatch-Cache NF (R04F19D06A);

Ray Cullinane, Yankee Fork RD, Challis NF (R04F06D03A);

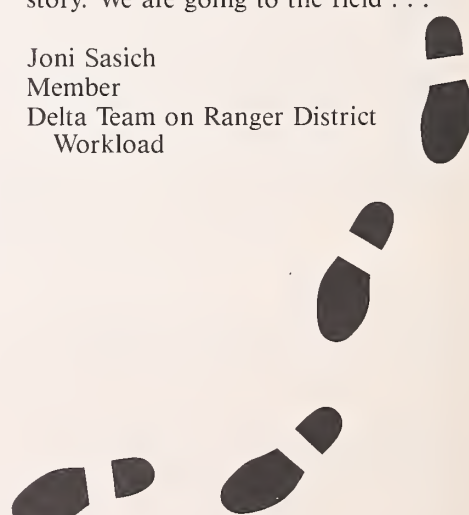
Tina Gast, Santa Rosa RD, Humboldt NF (R04F09D05A);

Joni Sasich, Mountain Home RD, Boise NF (R04F02D01A);

Bill Wright, Fillmore RD, Fishlake NF (R04F08D01A).

"Tune in next fall for the 'rest of the story.' We are going to the field . . ."

Joni Sasich
Member
Delta Team on Ranger District
Workload



Review Fallout . . .

Region 4 Watershed Program Review

The 1985 Watershed Management Program Review was closed out during FY 1988. The review was conducted during the summer of 1985 to determine how well Region 4 managed its multifaceted watershed and air management programs in compliance with laws, regulations, and policies.

Headed by Deputy Regional Forester Tom Roederer, the Review Team visited with line officers and staffs on the Ashley, Boise, Bridger-Teton, Humboldt, Manti-LaSal, Payette, Sawtooth, Toiyabe, Uinta, and Wasatch Cache National Forests.

Some of the major findings and subsequent actions are:

CAREER DEVELOPMENT

Managers and specialists felt that career opportunities for hydrology and soil specialists were severely limited and that numerous career barriers existed.

Actions included:

1. Region 4 served on a Washington Office task force to identify barriers in career ladders of soil and water specialists.

2. A career counseling and planning video tape has been included in soil and water training sessions and watershed specialists are being encouraged to broaden work experience early in their careers.

3. Region 4 requested that Forest Service Manual direction be modified to include professional series in interdisciplinary jobs, even though the science involved was less than 25 percent of the job.

4. As Forest staff officer jobs come open, they are being evaluated to see if consideration can include a wider range of disciplines, thus removing career barriers to specialists.

WATER RIGHTS AND INSTREAM FLOWS

Needs were identified to establish and/or clarify National and Regional strategy on water rights quantification including priorities and intensity, standardizing procedures for instream flow quantification, and improving the National Water Use Inventory System.

Actions included:

1. Region 4 requested and received clarification from the Washington Office regarding water rights policy and has since developed a Regional strategy.

2. Instream flow quantification was established as part of water resource inventory and included in FY 1988 budget program direction.

3. Region 4 Forests were polled on the adequacy of the National Water Use Inventory System, and suggestions were forwarded to the Washington Office.

SOIL RESOURCE INVENTORY

Concerns included the priority and intensity of soil inventory, clarification of Regional and National direction relating to soil resource inventory, the need for new and additional soil interpretations, and direction relating to soil quality monitoring and long-term productivity.

Actions included:

1. Responding to our request, the Chief's policy regarding a timetable for completing soil inventories on National Forests was clarified. Regions are to set completion timeframes based on Forest and Regional needs.

2. The Region requested and received a Washington Office Soil Resource Inventory Activity Review which defined needed actions.

3. A revised Region 4 Soil Interpretative Guide is to be published in 1989.

4. A three-Region task force was established to consolidate soil monitoring information and make recommendations for developing Regional soil standards. A Soil and Water Quality Monitoring Workshop is scheduled for July 1989.

AIR RESOURCE MANAGEMENT

Air resource management is recognized as a significant responsibility in the Region but is receiving low priority with the exception of the baseline monitoring program in the Bridger Wilderness.

Actions included:

1. National and Regional strategies have been developed for the air program.

2. Key Forest staffs have received air resource training and Forests with Class 1 Wilderness now have an air quality program started.

3. Memorandums of Understanding and Agreements regarding air quality have been developed with appropriate state and federal agencies.

WATER QUALITY

Concerns centered around instream water quality, accurate predictive models, and site-specific practices to assure water quality.

Actions included:

1. Region 4 (in coordination with Region 1 and Intermountain Station) has taken action to update and expand the Region 1/Region 4 Sediment Model beyond the existing range of applicable conditions.

2. Region 4 joined Region 1 in developing a Soil and Water Conservation Practices Handbook which is now available for Forest use.

RO NEWS

Interpretive Services——1990

We're talking to National Forest customers again—after more than a decade of withdrawal from interpretive communications! Resource interpretation is translating the language of natural and cultural resource management into terms National Forest customers understand and relate to.

Folks on our Ranger Districts and Forests are coming up with unique and exciting ways to meet interpretive communications objectives identified in the Interpretive Services Initiative and Implementation Schedule—1990; the 1988 Information Program Review and Action Plan; and the 1987 Action Plan for the Flaming Gorge and Sawtooth National Recreation Areas.

The Action Plan for the 1988 Information Program Review recommends that Forests compete for the \$200,000 (multiprogram O&M financing) set aside for pilot interpretive projects, with the Regional Forester selecting the projects to be funded.

In January, Ed Waldapfel (Sawtooth), Debrah Townsend (Caribou), Larry Theivagt (Fishlake), and Vern Fridley (Regional Office) met in Ogden to evaluate 111 interpretive proposals using the "Choosing by Advantage" process. Proposals came from every Forest in the Region! Projects were ranked and final adjustments made based on the directions outlined in the above-mentioned documents.

Because of Regionwide budget challenges, the amount available for pilot interpretive projects in FY 1989 was limited to \$100,000. This money was awarded to 12 Forests for 23 projects that have the potential to serve 1.75 million customers! Another 39 projects on 15 Forests should be funded with the full \$200,000 in FY 1990!

The Regional Forester and Deputies are committed to making the Interpretive Services Initiative succeed—and to making Interpretive Services a communications tool that pervades all our resource programs. The \$200,000 fund will not continue indefinitely. Its intent is to get us thinking about "what, why,



(Left to right) Ed Waldapfel, Sawtooth; Larry Theivagt, Fishlake; and Vern Fridley, Regional Office, determine the importance of "anchor statements" in evaluating 111 proposals submitted for Interpretive Service Initiative funding.



Jerry Coutant, Washington Office Interpretive Services Coordinator, describes key roles Interpretive Services play in meeting the objectives of the Chief's National Recreation Strategy.

where, when, and how" to communicate with our customers about resource projects and programs we undertake and then include interpretation and its costs in program/project plans right from the start.

After evaluating the interpretive proposals, Interpretive Services Coordinators from 13 Forests met in Ogden to consider ways to make the Interpretive Initiative an ongoing Program. Information Director Pat Sheehan and Deputy Regional Forester Tom Roederer praised the creativity and enthusiasm of Forest personnel in im-

plementing the Initiative. Tom said, "We (the Forest Service) made a tactical error when we de-emphasized Interpretive Services in the late '70's and early '80's." Recreation and Lands Director George Olson emphasized that through the Chief's National Recreation Strategy, we are striving to re-establish interpretive communications with our customers.

Jerry Coutant, Washington Office Interpretive Services Coordinator, said that four of six commissions who developed the National Recreation Strategy considered Interpretive

Services as key to successful Strategy implementation. Jerry participated throughout the workshop, offering helpful suggestions and applauding the innovative interpretive projects the Forests have underway. (We'll report on a number of these in a fall issue of the Reporter.)

Three teams are now involved in followup efforts: a uniform interpretive planning process for the Region (Jim Jensen, Manti-LaSal; Larry Theivagt, Fishlake; and Ken Stauffer, Salmon); a training program for interpreters, line officers, and

resource specialists (Mark Van Every, Bridger-Teton; Art Selin, Sawtooth; Loyal Clark, Uinta; Kent Traveller, Fishlake; and Phil Johnson, IO); and a workshop on effective Association operations for Interpretive Association business managers and Forest Interpretive Services Coordinators.

We have many opportunities to help customers understand their National Forests. The cost is small compared to total resource management costs—and the payoffs are handsome in terms of increased customer understanding and informed involvement.

Histories written about our Region and the Forest Service show time and again that when we openly and honestly communicate with the people we serve, we make the greatest advances in resource management. When we withdraw, we lose ground and get embroiled in controversy. We're making headway in Interpretive Services and other forms of communication; let's keep it rolling!

Phil Johnson
Regional Interpretive Service
Coordinator
Information Office

Brain Writing Used By Facilitators

A group of our trained facilitators got some on-the-job experience at the recent Utah Forests' Recreation and Wildlife Workshop in Price. The workshop kicked off a Utah Wildlife Initiative similar to the Recreation Initiative started a year ago.

The facilitators (Walt Nowak, Manti-LaSal Forest; Ray Abriel, Kim Martin, Vicki May and Dave Myers, Uinta Forest; Wes Harvey, Bob Hendricks, Bill Thompson, Regional Office; and Bob Tuttle, Fishlake Forest) used a new technique they had learned called "idea writing" or "brain writing."

This is how it works. Each member of a group looks at a card with a "trigger" question on it and silently writes a response on the card. The cards are then passed on to other members. The first comments on the card may generate new ideas for the reader who can then add his/her written response on the card. This response may reflect a point of view different from that person's first response. This technique discourages verbally-dominant individuals from taking over a meeting and encourages everyone to write down ideas.

This process was used for several subjects, generating a variety of ideas that could be used in action plans or

as solutions to proposals. At the point when the members of the group had exhausted their ideas, the facilitators placed the responses on flip charts and discussion was allowed.

The facilitators really made the difference in the efficient way the workshop was handled. They insured that time frames were met to allow participants more time for generating ideas.

The findings of each group were summarized by a facilitator who

presented them to the combined group at the end of the session. This provided a starting place for developing action items and a common ground for Utah Forest participants to return to their units and begin initiating wildlife projects.

Wes Harvey was the coordinator for the facilitators and awarded each of them a special gift at the end of the session. He said, "The meeting couldn't have been as functional without their excellent help."

Bob Tuttle from the Fishlake Forest was one of the trained facilitators at the recent Utah Forests' Recreation and Wildlife Workshop. Seated in front of the easel, he tells the group about "brain writing."



RO NEWS

A Reader Comments . . .

Let's Build Merit Into Merit Pay



Each year, when merit pay tallies are being developed, a substantial undercurrent of dissatisfaction ripples through the Forest Service. Some employees feel discriminated against because they don't have the opportunity to participate in merit pay. Others feel discriminated against because they don't measure up to the arbitrary standards imposed by their supervisors. Still others, some of the supervisors, feel put upon because they have to discriminate—the rules don't allow merit pay to all our employees even in years when they think all should share the wealth. Finally, there are those who bask in the perennial light of supervisor support. From them there are no complaints.

I suspect that all Forest Service employees are vaguely aware that GM-13 - GM-15 employees get merit pay, or at least their performance is rated according to a separate set of rules known as the "Performance Management and Recognition System." Some employees, particularly the GS-12's, know that PMRS employees commonly receive merit pay bonus checks for \$2,000-\$3,000—some receive as much as \$5,000.

This year, the interest in merit pay should increase. Congress will soon examine the system to decide how well it is working, whether to increase the scope of the system or whether to keep it at all. And if Congress chooses to keep merit pay, it must decide whether to make any significant changes in the rules.

The debate should be of interest to all federal employees, since a simple change in the rules would allow all federal employees to participate in the system. More and more management theorists are pronouncing that all people who perform well should get merit pay. "Performance recognition

is not just for the sales force", declares Tom Peters, author of *In Search of Excellence*. "Everyone who does good work needs recognition: clerks, custodians, operators, and even managers."

"Everyone who does good work needs recognition: clerks, custodians, operators, and even managers."

A revamped system must be approached with caution. "Reliance on the carrot of economic rewards runs the risk of alienating both the recipient and all others", says Peter Drucker, the dean of management theorists. "It runs the risk of dividing the group against itself while uniting it against the system . . . There is growing evidence that inequalities in managerial incentives—real or fancied—are more demotivating than the rewards themselves satisfy and motivate."

Some changes, such as allowing ALL employees to participate in merit pay, will require congressional action. Employees can influence this process through petition drives. Other changes, like the size and composition of merit pay pools, are decisions made by the Regional Forester.

I propose that we encourage openness and public disclosure in the merit pay system and develop checks and

balances to weed out negative influences. We should:

- Seek opportunities to monetarily recognize meritorious efforts of all employees.
- Champion small cash awards, awarded frequently by supervisors to all members of group efforts, or to individuals for accomplishments unrelated to group efforts.
- Consider doing away with the annual award since small awards are sufficient for motivation.
- Determine "pool" size to foster communication of the good works awarded. Small groups (i.e., 20-30 employees) from individual administrative units or staffs would be the norm.
- Hold supervisors accountable for the "works" they champion.
- "What" was done and "how" it makes the organization better should be described in detail and then shared with members of the pool.
- Prohibit discrimination against employees sharing in merit pay based on time in place or grade level.
- Do away with arbitrary cutoff rules (i.e., not more than 50 percent of employees may be awarded in any year).
- Retain second-level review, but have grievances resolved by an oversight committee drawn randomly from members of the pool.
- Rate transferred employees according to the proportion of the year spent in each pool.

Dave Iverson
Regional Economist

FOREST NEWS

Hand Delivered

Marian Buenger, Salmon National Forest Information Receptionist, recently received an unusual but well deserved "thank you" through the mail. Marian's daughter teaches at a nursery school in Colorado. For National Fire Prevention week last year,

Marian sent the class Smokey Bear posters, stickers, "True Story of Smokey Bear" cartoon books and other fire prevention materials. Her daughter put the material to good use in teaching the young students how to be careful with fire and about the devastation wildfire can cause.

Imagine Marian's surprise when she received a "thank you" from Colorado and a unique one at that. What a nice reward to see all those helping hands!

Some of Smokey's helping hands in Colorado !!

Jason
2 yrs. old

Meghan
4 yrs. old

Sarah
4 yrs. old

Haley
4 yrs. old

Drew
3 yrs. old

Eli
just 2 yrs old

Edgar
1 yr. old

Paul
1 yr. old

Alex
4 yrs. old

Walker
2 yrs old

SKDN
KE
Marian,
I like you! -
4 yrs. old

THANK YOU, MARIAN !!!

FOREST NEWS

A Taste of Reality

It is amazing what young, bright, uncluttered minds can do in a short period of time. Ten high school students attending the Teton Science School spent one week of summer 1988 on 60 timbered acres on the Bridger-Teton National Forest. Their task was to come up with a management strategy for this area that would meet these objectives: identify and improve the habitat of

the important wildlife species and maintain or enhance visual appearance.

Craig Kesselheim and Roger Smith, Teton Science School instructors, had prepared the kids well as they were well versed in identification, characteristics and habits of trees, shrubs, forbs, grasses, birds, small mammals and big game. (By the way, high

school students don't like to be called kids.)

An environmental analysis, similar to our process, was developed by considering issues, concerns, opportunities, objectives, alternatives, present resource values and conditions, and environmental consequences. Carol Eckert from the Buffalo Ranger District, Mark Van Every from the Supervisor's Office and Jack Irish from the Jackson Ranger District provided students with the tools, but the students came to their own conclusions and made their own decisions as they formulated sound and workable alternatives.

The students presented those alternatives to Chuck Jones, Jackson District Ranger, and approximately 40 interested people from the community of Jackson. The Jackson Hole Alliance for Responsible Planning had assembled these citizens to hear the students' proposal. The students put on an impressive show that left jaws hanging.

The students' preferred alternative recommended manipulation of vegetation. Most of the manipulation was to be achieved with a timber sale (one-third of the green volume was to be removed).

An article about this project from the perspective of the Teton Science School was printed in the 1989 Winter edition of *"Biologue, A Journal of Interpretation and Discovery in the Life Sciences,"* a publication of the Teton Science School. The article is reprinted here with the consent of Craig Kesselheim, the author.

The Teton Science School is an independent, nonprofit center for learning located in Grand Teton National Park, Jackson Hole, Wyoming. It offers residential and nonresidential natural science field courses for students of all ages.

Jack Irish
Forester
Jackson Ranger District



Students bore trees to determine age.

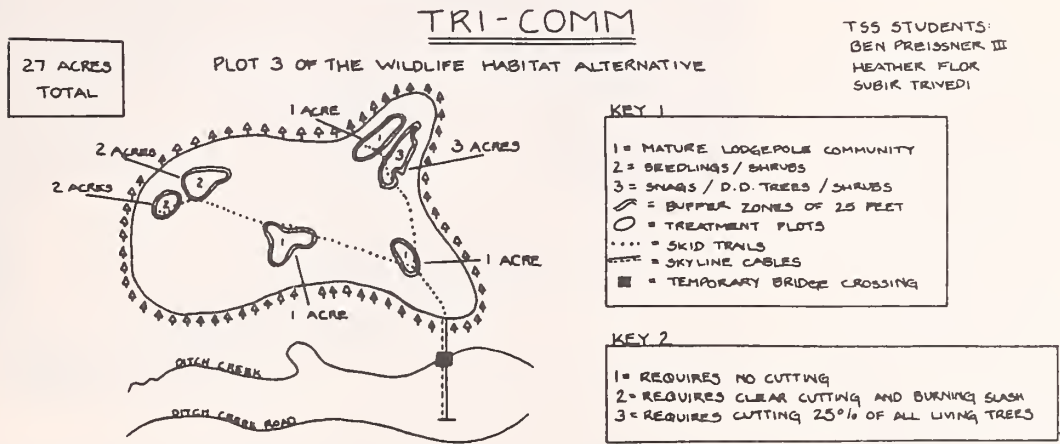


Jack Irish explains the use of an angle gauge. The gauge will assist the students in determining the present vegetative condition.

Student Research in the Ditch Creek Drainage

By Craig Kesselheim

Director of Education, Teton Science School



It was a memorable sight that day in July as ten young men and women dressed in colorful rain gear struggled through dense willows and negotiated slippery stones in the bed of Ditch Creek. The students, members of the High School Field Biology course at Teton Science School (TSS) in Wyoming were following Jack Irish, a silviculturist with the Jackson Ranger District of the Bridger-Teton National Forest.

The occasion was memorable, too, as it was the first day of a newly-created project for the school, a nationally precedent-setting arrangement between TSS and the U.S. Forest Service plainly named "MP8." Management Prescription 8 is the land management designation for a 22,000-acre parcel of the Bridger-Teton National Forest adjacent to Teton Science School and Grand Teton National Park. This designation, though multiple-use in its orientation, recognizes and makes environmental education a priority as a valid and important use of our national forests.

The students in our field biology course were part of a joint TSS-USFS pilot project to test the application of this designation. They were crossing Ditch Creek to reach the 60-acre plot that they were going to learn how to manage.

As we climbed the far bank of the

creek and entered a thick stand of old lodgepole pine, my co-instructor, Roger Smith, and I were hoping for a break in the rain so that Jack Irish could comfortably deliver his lesson. But deeper than this was our nervous hope that the two weeks we were spending with our students at a field station in the MP8 would culminate and bear fruit in this last exercise. This assignment, suggested by Jack and the USFS, was to manage 60 acres of lodgepole pine forest. "Manage?" What a loaded word! Couldn't this term translate to any action, from hands-off to clear cutting? Moreover, would our suggested management really happen? Our task at first seemed just that nebulous and mysterious.

Several days of hard work ensued. To manage a stand of timber, one needs good data. After learning how to use such instruments as angle gauges, increment borers, clinometers, and "dbh tapes," the group gathered the required data. At night, Jack processed it on Forest Service computers, while our students sat in the screen tent and made theoretical ventures into the world of silviculture.

The 60 acres had been divided into three portions, and sub-groups of students were each given a portion for which they were to recommend a management plan (see map). Terminology that had been "strange" to our students a few days earlier began

to flow with increasing ease and meaning. A real sense of trepidation could be felt as students put their priorities and ideals onto maps, realizing that when they advocated cutting a stand of trees for the enhancement of a stand of aspen, the cutting would really happen! It was the real world this time, and they were mere ninth and tenth graders! The guests from the community, agencies and interest groups throughout Jackson Hole who would be hearing their plans and justifications in a few days were no fantasy either.

Given the events that transpired in the entire Greater Yellowstone Ecosystem later that summer, perhaps it was a fitting end when the area studied and "managed" by our students burned in the Hunter Fire, making their plans moot. However, the beginnings in summer 1988 were encouraging, and the future will hold more projects, including studies of post-fire regeneration, to be cooperatively funded and staffed by TSS and the USFS. More students will experience the life of a field biologist by spending time at a field research station within the MP8, and these idealistic youth will test their beliefs against such realities as economic and multiple-use demands. Inevitably, all of them will come away caring for and understanding our western ecosystems a little bit better.

FOREST NEWS

Idahoans Ski Free

Last January, the Sawtooth National Forest gave local residents the opportunity to try Nordic skiing—free—as part of the second annual Cross Country Idaho Day sponsored by the Idaho Department of Parks and Recreation.

Recreation personnel on the Twin Falls Ranger District groomed a special one-mile beginner trail at Magic Mountain Ski Resort for the statewide event. Two local sporting goods stores provided Nordic ski equipment plus a free lesson to anyone wishing to try cross country skiing.

“Over 150 area residents took advantage of this free ski day,” reported Dale Hough, Recreation Manager on the Twin Falls Ranger District. “For many of them, it was their first time on cross country skis.”

“Some of the more adventuresome learners were ready to try one of our longer Nordic trails after completing the beginner loop,” continued Dale.

Yvonne Ferrell, Director of the Idaho Department of Parks and Recreation, thanked the Sawtooth crew for their “help and interest in promoting Nordic skiing in Idaho.” Over 3,000 skiers participated in this year’s Cross Country Idaho Day at 27 special free-ski areas throughout the State.

Barbara Todd
Public Information Assistant
Sawtooth National Forest



Young and old alike try this popular sport.



Local residents receive free equipment and a free ski lesson before heading to the trail.



Observing the outcome of their joint efforts are Dennis Coyle (left) of the Idaho Department of Parks and Recreation and Dale Hough, Recreation Manager of the Twin Falls Ranger District.

71 Association Celebrates 71 Years

The "71" story is one of cooperation among families, private enterprise, federal and state agencies, wildlife interests, and recreationists.

The 71 Livestock Association was formed in 1917 to solve local problems in cooperation with the Humboldt National Forest. The unusual name, "71," came from one of the earliest livestock brands used in the Three Creek, Idaho/Nevada, country. The brand dates back to 1871.

The Association's main interest in those early years was running livestock on Humboldt National Forest lands so members began immediately to improve range conditions on the Forest. In 1918, plans were made for salting and water development, with range drift fences taking shape in 1919. Grazing seasons were established to better protect the range. Boundaries were set between cattle and sheep. By 1922, 22 miles of drift fence had been constructed to keep cattle from trespassing on Forest lands.

In 1924, there were discussions about reorganizing the Association to divide the cattlemen and sheepmen. A change in the constitution allowed separate cattle and sheep advisory boards.

Later on, in the 1930's, other issues were addressed including horse trespass, cattle theft, the introduction of the brand inspection system and the establishment of the Predator Control Fund. Enrollees of a Civilian Conservation Camp headquartered at that time in the Three Creek area worked on road and range improvements.

Representation of livestock producers at the national level was becoming critical so in 1944, the Association joined the American National Cattlemen's Association. Controlled burns for brush removal were sanctioned and reseeding programs broadened.

When the Association was formed, permittees on the Humboldt National Forest were the only voting members but, in 1954, Bureau of Land Management (BLM) permittees became voting members of the organization. From that time on, ranchers have had close working relationships with both the Forest Service and BLM.

One emphasis of the 1960's was a concentrated effort to control cattle theft. Twin Falls County hired a range deputy to help with the problem. In 1965, the Association recommended that the Idaho Fish and Game issue more hunting permits for the numerous antelope in the area.

To celebrate a 71-year partnership, the 71 Livestock Association, the Forest Service and BLM hosted a barbecue and special program at Pole Creek Guard Station, Humboldt National Forest, on July 16, 1988. Approximately 800 people attended the celebration including Robert M. Williamson, WO Director of Range Management, Forest Service; Robert Burford, Director of Bureau of Land Management; Stan Tixier, Regional Forester of the Intermountain Region; and Delmar Vale, Idaho State BLM Director.

A slide/tape program of the celebration has since been produced by Ranger Rod Howard, Mike Guerry and Tammy Reyes of the Jarbidge Ranger District; the 71 Association, and Ed Waldapfel, Public Information Officer on the Sawtooth National Forest. The program was shown at the National Range Society meeting in Billings, Montana, in February with great response. Since then, videos have been made of the slide/tape program and distributed within the Forest Service.

The Jarbidge Ranger District would like to spread the word that the outcome of working cooperatively with the 71 Livestock Association, different agencies, the private sector and permittees has been overwhelming and very rewarding.

Tammy Reyes
Support Services Specialist
Jarbidge Ranger District

SPECIAL INTEREST

New Audio-visuals



The following videotapes are available in U-Matic or VHS from Jim Stone, Information Office (RO), (phone - 625-5517 or DG: J.Stone:R04A):

Fenceposts and Lariats - (13.54 minutes) - Features the exemplary range management in the Oak Creek Mountain area of the Fishlake National Forest that resulted from cooperation between the public and various agencies.

Total Quality Management in the Intermountain Region - (25 minutes) -

Regional Forester Stan Tixier describes Total Quality Management to a group of employees in the Regional Office and responds to their questions.

• • • • •

Through a partnership agreement with Idaho State University and two volunteers, two videos have been produced under the supervision of Earl LaOrange, Public Affairs Officer, Caribou National Forest. Copies of the videos may be borrowed by calling Earl (phone number is (208) 236-7509; DG is R04F05A).

Reconstruction of the Mahoney Airstrip by Primitive Means - An airstrip in the Frank Church River of No Return Wilderness is reconstructed by mule-drawn and hand-operated equipment.

Dagger Falls Campground Archeological Excavation, 1988 - A Forest Service campground adjacent to the Middle Fork Wild and Scenic River is excavated by Idaho State University.

• • • • •

A Partnerships in Recreation video (20 minutes) has been produced by the Utah National Forests. The video features some of the most spectacular, scenic country in Utah and shows many of the partnerships the Forest Service and private industry have going on in Utah Forests. The video was produced as a promotional tool for prospective partners who might be seeking involvement or who would like to improve recreational opportunities in the National Forests. The video may be borrowed from Bevan Killpack, Dixie National Forest (phone: (801) 586-2421).

New Publications



Learn about the National Forest Roads System—historically, today, and in the future—in FS 414, a 16-page color brochure entitled, “Roads

in the National Forests.”

“Untapped Resources,” is a two-fold Washington Office brochure on recruiting and placing individuals with disabilities.

“Regional Office Wellness and Fitness Program (Policy and Operating Guides)” - can be obtained from Per-

sonnel Management in the Regional Office.

“1988 Publications/Audiovisuals” is a tri-fold brochure that lists publications and audiovisuals issued by the Missoula Technology and Development Center in 1988. The brochure can be used as an order blank.

Introducing the New Wyoming State Forester

Bryce E. Lundell was appointed Wyoming State Forester on November 3, 1988. He had been serving as Deputy State Forester prior to his appointment and had previously held various Wyoming positions, including Assistant State Forester for Fire Management for over ten years. He has also worked for the forest industry and

the Montana Forestry Department.

Lundell is a graduate of the University of Montana with a bachelor of science degree in forest management.

Lundell played professional baseball in the Boston Braves' organization. During the Korean War, he was a rifleman in the Marine Corps, receiving the Bronze Star Medal with a Combat V, two Purple Hearts, Presidential Unit Citation, Marine Corps Commendation Medal, Navy Unit Citation, Korean Service Medal with Four Battle Stars, Marine Corps Expeditionary Medal, China Service Medal, and five other awards.

He is an active Mason. He chairs the state Scottish Rite Education and Americanism Committee and he belongs to the Newcomen Society of the United States and to the Marine Corps Association.

Lundell states, “The Wyoming State Forestry Division has capable employees and sound, well managed programs. Cooperative relations will continue to be fostered with the Forest Service and other federal and state agencies. Cooperation includes ventures resulting in effective forest management programs, such as the insect control efforts which have been recent successes.”



Bryce C. Lundell,
Wyoming State Forester.

SPECIAL INTEREST

Life Tips . . .

Everything You Never Wanted to Know About Hay Fever

More than seven and one-half million Americans suffer from hay fever annually. During certain seasons, life becomes absolutely miserable for those allergic to the invisible pollen floating around in the air.

The ensuing avalanche of sneezes and tearful eyes bring out the handkerchiefs, prescribed or off-the-shelf medicines and the oft-repeated petition for divine intervention in bringing a weed-killing frost.

The most common cause of hay fever is ragweed but grasses, trees, and molds are also culprits. It's interesting to note that ragweed pollen is so light it can float 100 miles with a good breeze making it Number 1 on America's most "un-wanted list" during hay fever seasons.

What's in a Name? - In 1819, Dr. John Bostock, a London physician with hay fever observed that others also began to weep and sneeze in June, at the start of the haying season, and that symptoms ended when the hay was stacked. The name has remained although outbreaks have nothing to do with hay.

Bygone Treatments—

- In 1831, British physician John Elliotson advocated hypnotism.
- Until the 1800's, thirsty leeches were used for bleeding.
- The 1618 edition of the London Pharmacopeia recommended a diet of fox's lungs.
- Thomas Sydenham, called the British Hippocrates, recommended "purging the brain" as the treatment for strained breathing . . . although how he purged a brain is still a mystery.
- In the late 19th century, the cure was nasal surgery; X-ray therapy was also in vogue.


- Some doctors recommended smoking strong tobacco until the patient became violently ill from the coughing and choking. This was designed to clear breathing passages.
- Other popular remedies were arsenic, chloroform, quinine and tartar emetic. Sufficient quantities of Ipecac were used to make the patient vomit and expectorate.
- In the 18th century, Sir John Floyer advocated cold baths.
- The long roster of famous sufferers includes Benjamin Franklin whose static electricity principle is now used in home air-purifiers for hay fever comfort.

As you suffer with hay fever, think how much worse it would be with one of the listed cures.

If you had been born in an earlier era and suffered from hay fever, you would have been considered a member of an elite group. Until well into the twentieth century, it was an accepted concept that hay fever never affected the poor, but was a disease of the fashionable and thoughtful . . . the price of wealth and culture.

This little article contains no words of wisdom on how to find the much sought after relief. The best advice is given by a current television commercial—see your doctor.

HAY FEVER SUFFERERS



Here is an absolute relief for you. The inventor of this wonderful appliance had suffered with

HAY FEVER For 20 Years.

It affords him and others absolute relief, it will do the same for you. Used at home a few minutes daily.
Sent post-paid.
Full information free.

**GIBBS RESPIRATOR CO.,
38 La Salle St., Chicag .**

Advertisement, 1892

SPECIAL INTEREST



Patches of Praise

Clinton C. Groll
District Ranger
Cobalt Ranger District
Salmon, ID 83467

Dear Ranger Groll:

Thank you for the flashlight.

I now know why the persons whom I met and worked with at Cobalt are so dedicated to doing a good job. The Ranger shows concern and interest in each employee.

When you offered me (a new and unproven employee) the canvas sleeping-bag cover last September, I was impressed with your concern for my well being. When you helped me to respond to my parent's needs, I knew. When I received the flashlight, I was convinced that you are a good man to work for.

Thank you.

Sincerely yours,
Calvin B. Leman
Edgewater, Maryland 21037

Mr. Dale Robertson
Chief, Forest Service
Washington, D.C. 20090

Dear Mr. Robertson:

As General Manager of Salmon River Lodge I wish to express my gratitude to the USFS in general and specifically the North Fork District of the Salmon Forest for their efforts on our behalf during the severe fire situation this past summer.

At the time of greatest threat, we evacuated the Lodge of personnel and stock. I remained to provide what effort I could. I was in a position to interact directly with USFS overhead teams . . . They have my highest recommendation and utmost respect for the manner in which they react with the constantly changing situations.

No more concern for the safety of people and structures at Salmon River Lodge could have been shown than that of Rogers Thomas, North Fork District Ranger. He actively monitored the situation with the safety of people in the forest as his first concern and always provided the communication to me necessary for my responsibilities.

He and the personnel of the North Fork District have my sincere appreciation for efforts above and beyond the call of duty.

Sincerely,
Steve Olsen
General Manager
Salmon River Lodge

Gene Watson
Regional Volunteer Coordinator

Dear Gene:

Let me tell you it is great to see your volunteer directory. In this Forest Service Region, they have nothing like it. Here you have to write each Ranger District to see if they have any volunteer positions available, which means writing over 70 letters! There are not many openings for volunteers in this region so I am glad to be . . . involved in volunteering in the Intermountain Region. . . .

The Intermountain Region says it right. Caring for the land and serving people. That is what it is all about. Thanks again.

Take care.

Jeffrey S. Richard

Dear Sirs:

In the writing of this long overdue letter, I hope to express my thanks for the speedy and adequate response made to my earlier letter requesting materials dealing with the recreational prospects and general characteristics of your area. I also wish to apologize for the length of time—approximately four and one-half years—that has passed before I discovered a need to write this letter. I am glad to say that the information sent

me succeeded in satisfying my interest and curiosity in the Ashley National Forest. However, I have not been able to utilize this information for any highly practical purpose but I appreciate the efforts you must have taken in sending it to me. Thanks again and God bless you.

Sincerely,
Mark Mast
Turlock, California

Dear Mr. Killpack:

I would like to tell you how much we enjoyed your Program Director, Mrs. Phyllis Rothe, at the North Panguitch Lake Campground.

We were staying in this campground on our vacation and Mrs. Rothe made our stay there a very pleasant one. She came and visited with us and got our children interested in cleaning up the litter in the campground so that they could be a member of the Woodsy Owl Team. Our children waited for her visits everyday. She had balloons, pencils and comic books that our children really enjoyed. She took pictures of the fish that we caught and really made us feel welcome. She was informative about all the happenings going on at the Lake and gave us directions and information concerning them. She was informative about the wildlife and flowers and would go out of her way to answer any questions we had. I have never stayed in a campground where one person was so nice and went out of her way for everyone. She was really a joy to camp next to and I would like you to know what a wonderful job she is doing.

We had a very pleasant vacation and our stay in this campground was a very memorable one. Please let Mrs. Rothe know how much we appreciated her.

Sincerely,
Mr. and Mrs. Gary Quarnberg
Mr. and Mrs. Dean Quarnberg

(Don and Phyllis Rothe attracted over 80 campers each Saturday last summer for their evening program at Panguitch Lake, Dixie National Forest.)

SPECIAL INTEREST

Bulletin Board

- The Lucky Peak Nursery address on page 17 of the 1989 Intermountain Region Organization Directory is incorrect. It should be HC 33 Box 1085.
- There's going to be a reunion of all present and former employees of the Humboldt and Nevada National Forests. Mark your calendars and plan to attend. The "big doings" will be at Lamoille Grove on September 16. Bring your own meat and utensils. For further information, contact Jack Wilcox, P.O. Box 518, Ely, Nevada 89301 (phone number is (702) 289-3724) or Mont Lewis, P.O. Box 246, Wells, Nevada 89835 (phone number (702) 752-3357).
- The Sawtooth National Recreation Area has a new public service telephone number—726-SNRA, or 726-7672. The Forest hopes this number will be easy to remember and that it will speed and improve telephone communications during the summer.
- An Amateur Photography Contest is planned as an activity of the Wilderness Act Anniversary. If you are not a professional photographer, you are invited to submit your best photographs. A panel of judges will determine best of show and winners in each category—landscapes, people in wilderness setting, wildlife, plant life, wilderness management, wilderness recreation, wilderness issues, and water. Winners will be determined for black and white and color in each category. August 15 is the deadline for submissions to Wilderness Conference Photo Exhibit; 110 Green Hall; College of Forestry, University of Minnesota; St. Paul, MN 55108. For more information, contact Jim Stone, Information Office, Regional Office, phone: (801) 625-5517.

I Work For You

You may know me.

I'm your greatest helper, I'm your heaviest burden.

I will push you onward or drag you down to failure.

I am at your command.

Half the tasks you do might as well be turned over to me.

I'm able to do them quickly and I'm able to do them the same every time if that's what you want.

I'm easily managed, all you've got to do is be firm with me.

*Show me exactly how you want it done;
after a few lessons I'll do it automatically.*

*I am the servant of all great men and women;
of course, servant of the failures as well.*

I've made all the great individuals who have ever been great.

And I've made all the failures, too.

*But I work with all the precision of a marvelous computer
with the intelligence of a human being.*

*You may run me for profit, or you may run me to ruin,
it makes no difference to me.*

Take me. Be easy with me and I will destroy you.

Be firm with me and I'll put the world at your feet.

Who am I?

I am Habit!

**CALL AHEAD
FOR HAPPY
CAMPING**

AT SELECTED
NATIONAL FORESTS



TO RESERVE YOUR SITE, CALL:

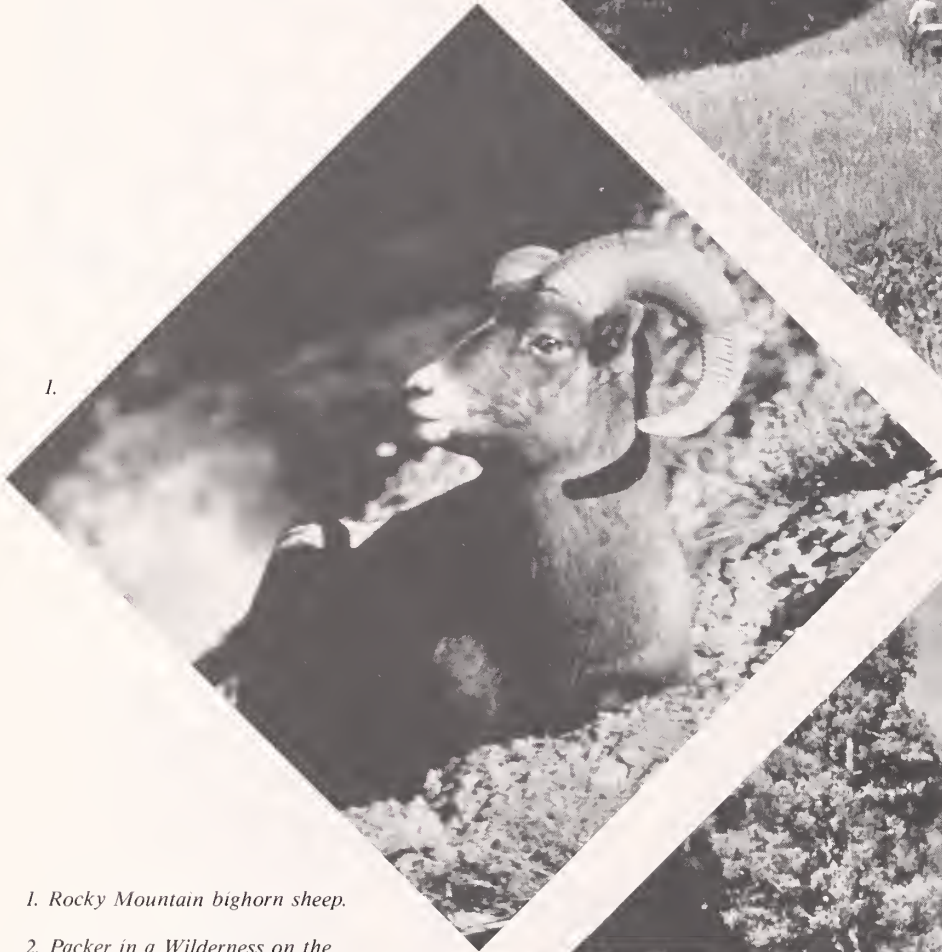
1-800-283-CAMP

SPECIAL INTEREST

Photo Contest Winners



2.



1.



3.

1. Rocky Mountain bighorn sheep.

2. Packer in a Wilderness on the Bridger-Teton National Forest.

3. A road on the Beaver Ranger District of the Fishlake National Forest.

4. Warner Lake, Moab Ranger District, Manti-LaSal National Forest.

5. Tour group on Boulder Top on the Dixie National Forest.

6. Volunteers on a Sierra Club service trip in the Jedediah Smith Wilderness on the Targhee National Forest.

7. On the Emerald Fire, Bridger-Teton National Forest.

SPECIAL INTEREST

4.



6.



5.



7.

SPECIAL INTEREST

Photo Contest Winners for 1988

WILDLIFE

FIRST, SECOND and THIRD Places: Dave Carlson, Forestry Technician, Palisades RD, Targhee NF

FOREST SERVICE INTERACTION

FIRST Place: Joe Colwell, Resource Officer, Teasdale RD, Dixie NF

SECOND Place: Dean Burnham, Supervisory Timber Forester, Greys River RD, Bridger-Teton NF

THIRD Place: Wally Shiverdecker, Public Affairs Officer, RO

RESOURCE REHABILITATION

No First Place Awarded

SECOND and THIRD Places: Gary Foli, Range Technician, Duschene RD, Ashley NF

TRANSPORTATION SYSTEMS

FIRST Place: Linda Merigiano, Wilderness Coordinator, Teton Basin RD, Targhee NF

SECOND and THIRD Places: Charles Mabbott, Lead Forestry Technician, Middle Fork RD, Challis NF

SCENIC ATTRACTION

FIRST and THIRD Places: Victor Bradfield, Range Conservationist, Moab RD, Manti-LaSal NF

SECOND Place: Jean Warner, Toiyabe NF

PEOPLE AT PLAY

FIRST and SECOND Places: Victor Bradfield, Range Conservationist, Moab RD, Manti-LaSal NF

THIRD Place: Ray Lindquist, Retiree

PEOPLE AT WORK

FIRST Place: Paul Barrett, Operations Research Analyst, P&B, RO

SECOND Place: Dave Carlson, Forestry Technician, Palisades RD, Targhee NF

THIRD Place: Charles Mabbott, Lead Forestry Technician, Middle Fork RD, Challis NF

ROADS

FIRST and THIRD Places: Bert Lowry, Wildlife Biologist, SO, Fishlake NF

SECOND Place: Douglas G. Turner, Range Conservationist, Big Piney RD, Bridger-Teton NF



The one element of success shared by most of the first-place winners in the 1988 photo contest was that they took lots of pictures.

A professional photographer once described the difference between a good photographer and a bad photographer this way. "A good photographer takes lots of pictures, throws most of them away, and shows you what's left; a bad photographer takes lots of pictures and shows you all of them."

Forty-two photographers entered the 1988 Intermountain Region Photo contest, submitting 319 of their best photographs. Six of those photographers found first-place spots.

The biggest winner was Victor Brad-

field, who placed four times, twice in the Scenic Attraction category and twice in the People at Play category. Vic, currently on the Manti-LaSal National Forest, photographed the packstring in a Wilderness on the Bridger-Teton National Forest. He took the Warner Lake shot one evening on the Moab Ranger District. To come up with this winning photograph, Vic made two trips to the lake and shot about four rolls of film. In addition to bracketing exposures (shooting multiple shots on either side of what the light meter says is the "correct" exposure), Vic recommends a good tripod for shooting in low light conditions. He says he finds it economical to buy film in bulk and to develop his own slides. This makes it easier to throw away the poor slides. He has had photos published as phone book

covers and in an REA magazine. He also received an honorable mention in an earlier Region 4 photo contest.

Another big winner was Dave Carlson, who swept the Wildlife category and got a second place in People at Work. Dave also won in the 1987 photo contest.

Both Dave Carlson and Bert Lowry, who placed first in the Roads category, were unavailable for an interview.

Linda Merigiano placed first in the Transportation Systems category for a photograph of volunteers on a Sierra Club service trip in the Jedediah Smith Wilderness on the Targhee National Forest. On that trip, 19 volunteers completed 1.1 miles of new trail in four days, in addition to

SPECIAL INTEREST

revegetating campsites in the Green Lakes area. This is the second year in a row for her to be in the winners' circle. She takes lots of photographs in addition to "before and after" documentation shots—shots which show the work accomplished in between. She advises potential contest winners to pay attention to background and to stay away from taking photos which appear staged. Linda has had photographs in University of Idaho publications.

Joe Colwell's first-place photo in the Forest Service-Public Interaction category was taken on a tour to acquaint interest group representatives, elected officials and the media with the Boulder Top area of southern Utah. The overlook on Boulder Top has good road access and is a potential trailhead for an as-yet-to-be-

constructed portion of the Great Western Trail. Joe's advice is threefold: look for unusual angles, take full advantage of clouds and sun, and watch composition. Joe has had photographs in brochures and Forest Visitor Maps.

Paul Barrett's photograph was taken while he was Time Unit Leader on the Emerald Lake Fire this summer. The first place photo in the People at Work category shows a crew heading for the line at the beginning of the shift. Paul says he shot three or four rolls of film earlier at the fire, but knew they were ordinary. Then one morning an inversion set in and he knew the crews heading into the mist were the substance of outstanding photographs. He advises photographers to take innovative shots. While in the military, Paul had

photographs used in the Stars and Stripes newspaper. He has entered several photo contests, but this is the first in which he has placed.

A primary purpose of the contest is to enhance the Region's photo files. Accordingly, there is no limit to the number of entries a person may submit. So take the lens cap off and expose some film. Take the advice of the winners. Watch the background; be aware of lighting and composition; and bracket exposures. Then send your best into the 1989 photo contest to be judged by photographers from the private sector.

Jim Stone
Audio/Visual Specialist
Information Office
Regional Office



1989 PHOTO CONTEST

Contest winners will receive cash for their efforts in addition to a quality print

FIRST PLACE in each category — \$100
SECOND PLACE in each category — \$50
THIRD PLACE in each category — \$25

Contest ends DECEMBER 31, 1989

Name _____
Employment Status ☐ Regular Employee ☐ Seasonal Employee ☐ Volunteer ☐ Retired
Unit where you work _____ Do you request duplicates ☐ Yes ☐ No
Address and phone number where you can be reached or tracked in March, 1990 _____

1989 PHOTO CONTEST

RULES

Contest is open to all Region 4 and Intermountain Station employees, retirees, and volunteers. Original color slides, as well as color prints and black-and-white prints with original negatives will be accepted. There is no limit on the number an individual may submit. Original material becomes part of the Regional Office library. Duplicates of submitted material will be returned to originator upon request at time of entry. Contest runs until December 31.

Photographs and slides must show location, date, photographer and category. Location must be in Region 4 (National Forest lands, Forest Service offices or a Forest Service-sponsored activity). No copyrighted material will be accepted. Mail in the entry form with your photographs to: Jim Stone, Information Office, USDA Forest Service, 324 25th Street, Ogden, Utah 84401.

CATEGORIES

PEOPLE AT WORK IN A NATIONAL FOREST—Permittees, contractors, or Forest Service employees involved in work activities. Be certain employees are in appropriate safety equipment.

WINTER RECREATION—Individuals or groups of people enjoying winter recreation.

NATIONAL FOREST SCENIC ATTRACTION—A National Forest main scenic attraction (may include Scenic Byways or other main drawing card for the National Forests).

FOREST SERVICE INTERACTION—Forest Service employee interacting with the public in his or her duties. Employee must be obvious and member of the public must be apparent.

WILDLIFE—Photographs of game or nongame wildlife in the Intermountain Region.

OFF HIGHWAY VEHICLES—Off highway vehicles being used in a responsible manner. In addition to motorized vehicles, mountain bicycles will be included in this category.

AIR OPERATIONS—Includes ground support operations such as those at air tanker bases, heliports, and helispots. Not limited to fire activities.

WILDFIRE SUPPRESSION AND SUPPORT—Handline construction, crews working, burnout operations, plans meetings, dispatch functions, warehouse operations, etc.

PERSONNEL

Did You Know . . . Handling Complaints

Scene: You are sitting at your desk about to resume work (for the fifth time) when your phone rings. Citizen So and So is on the phone and sounds upset. You are under the gun to get your work finished, and, after all of the other interruptions, you are in no mood to listen to an irate citizen. After split second reflection, you try to handle the complaint effectively and immediately.

Some points to incorporate into effectively dealing with an upset citizen or fellow employee are as follows:

A. DEFUSE THE CONFRONTATION

1. Greet the complainant with a smile and handshake if you're meeting in person or put a smile in your voice over the telephone.
2. Tell the person as quickly as possible that you want to work with him (her) to solve the problem.
3. Ask the person to tell you about the problem.
4. Listen carefully to what he (she) has to say to put the problem into perspective.
5. Do not interrupt the caller. Anything you say during the narrative may only incite more anger.
6. Be aware of your own body language—hands loose or folded, not crossed over your chest, indicate you are receptive to what is being said.
7. Compensate for mental lag time. People talk at 150-200 words per

minute while you think at 600-800 words per minute. Use the time constructively by asking yourself (a) What is the main point? (b) What is the evidence? (c) Is this reasonable to me? (d) Is the caller giving the source of information? (e) Are there alternatives? (f) Is this consistent with my past experience?

8. Be aware of filtering and distortion—don't discount bits of information; don't magnify the speaker's intent; don't attach added meaning to what the speaker said.

9. Watch for signs that the person is winding down.

B. TAKE CHARGE

1. Express your concern and understanding of the person's frustration. Tell him (her) you're sorry he (she) has the problem and that you'll work with the caller to find a solution.
2. As the person calms, start to ask questions to have the caller organize his (her) thoughts, put you in control and give you information about the problem.
3. Be sure to ask six questions: who, what, when, where, why, how.
4. Actively listen and give the complainant time to fully respond to each question. Paraphrase his (her) statements, asking "Is that right?" or "Is that correct?". Give the person an opportunity to respond.
5. Once you've both agreed on a definition of the problem, ask what he (she) seeks in terms of a solution. Paraphrase again.
6. Do not make any commitment or promise at this point.
7. Do not make any statement about fault.
8. Do not agree with the caller about the cause of the problem or any responsibility for its remedy.

C. CLOSE THE DISCUSSION

1. Tell the person you need either to research the problem further or discuss it with your boss or staff.
2. Tell the person a time when he (she) will hear back from you, then call back even if you haven't yet reached a decision. Failure to call back typically results in the person seeking help further up the chain of command, and then you will become part of the problem, too.

D. WHAT TO SAY WHEN THE ANSWER IS "NO"

1. In person, in a letter or on the phone, state what the problem and request were.
2. State specifically the research you did and the law, administrative guideline, policy, procedure or budget constraint that was the basis for your negative decision. Do not apologize for the rules.
3. Do tell the person of any appeal process available. Do state that you are sorry you could not help and that you wish you could have.
4. If the person wants to talk to the boss, refer him (her) graciously.
5. Recognize that saying "no" is one of the hardest jobs that you have.

Give yourself a pat on the back for a job professionally and well done. Recognize that you cannot "win them all" and that you are not expected to win them all.

In summary, there will always be complaints. Handling complaints in a positive, constructive manner can improve the public's image of government, your work environment and agency productivity, and it will reduce stress for you and your employees.

Excerpted from Utah T² Center Newsletter.

PERSONNEL

Joan Adragna Named New Civil Rights Director

In a career that has taken her from Clerk to Program Manager, Joan Adragna has learned a lot about meeting challenges. Now, as Civil Rights Staff Director, she will take on the challenge of helping INT and Region 4 develop a diversified workforce.

Noting that the lands managed by the Forest Service belong to a diverse public, she states her goal as "establishing an integrated workforce that projects the ideas of the public. Minorities and women should have a voice in how public lands are managed."

Joan comes to the Forest Service from the Bureau of Land Management, where, as Equal Opportunity Manager in the Wyoming State Office since 1977, she worked to ensure representa-



Joan Adragna.

tion of all people in the agency. In this position, and in earlier positions in personnel management, Joan developed a special interest in the handicapped. "Hiring the handicapped has been part of my employment responsibilities since 1962," she said, "but during the 1970's it became obvious to me that schools, all levels of government, and caring persons were not combining their efforts to achieve goals."

She has devoted time to advising teachers, vocational rehabilitation counselors, and parents on how to help handicapped individuals gain federal employment. Her work in coordinating job training programs for the handicapped in Laramie County School District was recognized with awards in

1981, 1982, and 1983. She was given a Special Achievement Award in March for her work on BLM's 504 Program which ensures access for the handicapped to public buildings and recreational sites.

Joan's activities in her leisure time leave little room for leisure. She serves on the Governor of Wyoming's Commission for Employment of the Handicapped; she chaired the Laramie County Advisory Council for Education of the Handicapped; she is a member of the board of trustees for Seton Catholic High School. Her concern for equality in credit policies led to membership on the board of directors of a credit union.

Busy as Joan is, she still has time for her family. Her three daughters—an investment counselor, a pharmacist, and a bank teller—followed her example in pursuing careers. Her son is a college student. Widowed for several years, she has managed the family cattle ranch on her own . . .

—Reprinted from the Intermountain Research Station's April 13, 1989, *INTERcom*.

Buck, The Tourists' Dollar Says . . .

The Forest Service is a Tourism Promoter

In conjunction with National Tourism Week, the Utah Tourism Industry Coalition presented four achievement awards for outstanding contributions and achievements to tourism.

Deputy Regional Forester Tom Roederer accepted the Allied Award in behalf of Regional Forester Tixier at the ceremony at the Doubletree Inn in Salt Lake City. The award recognized the Region's efforts in creating a partnership with local and governmental agencies associated with tourism. These efforts include creating the pamphlet, "National Forests in Utah," produced in association with Blackner Card Company in Cedar City; work on a scenic alternative "Adventure

Highway" through Utah's mountains; leadership in putting together the Great Western Trail; and the im-

plementation of a Statewide reservation system for campgrounds.



PERSONNEL

Special Awards Made at February Leadership Team Meeting

Regional Forester Tixier presented certificates to Planning and Budget Director John Butts, Information Systems Director Jim Haskell, Range and Watershed Director Ray Hall, Engineering Director John Lupis and Minerals Area Management Director Ed Browning. Forest Supervisors who received cer-

tificates were: Kent Taylor (Fishlake) and Sonny LaSalle (Payette). Each of the recipients were recognized for continued strong leadership and foresight in furthering Regional efforts to effectively and efficiently manage National Forest resources.

Several other special awards were

presented by Recreation and Lands Director George Olson.

One went to John Hoagland, Winter Sports Forester on the Salt Lake Ranger District of the Wasatch-Cache National Forest, who received the John Herbert Memorial Award for excellence in outdoor recreation.



(Left to right) Dale Bosworth, Supervisor, Wasatch-Cache National Forest, and members of his staff—Clark Ostergaard, Landscape Architect, SO; Gerald Brunner, Forester, Logan RD, and David Baumgartner, Logan District Ranger, received the Design Arts Award for demonstrated excellence in using design to improve the quality of the visual environment by harmonizing facilities and natural landscapes. Sharing the limelight is George Olson, Director of Recreation and Lands, who stands in the middle of the recipients.



Dave Blackner, Director of Personnel Management, smiles approval as George Olson, Director of Recreation and Lands, (left), congratulates Sonny LaSalle, Payette National Forest Supervisor, as he accepts the Primitive Skills Award on behalf of the Krassel Ranger District. The District had two crews that demonstrated leadership in using primitive skills and tools in accomplishing needed work in the Wilderness. The crews were under the direction of District Ranger Earl Kimball and Wilderness Manager Clein Pope.

The first crew came to the Payette through the Student Conservation Association and reconstructed Chicken Peak Trail. The students were: Suzanne Sweet, Raleigh, North Carolina; Jennifer Bachant, Holts Summit, Missouri; John Heigis, Bow, New Hampshire; Eric Pitt, Princeton, New Jersey; Joe Colburn, Moscow, Idaho (Crew Supervisor); Virginia Arvizu, Cypress, California; and Ed Loebach, Burt, Iowa.

Dave Alward, Big Creek Station Guard; Rick Deal, District Trail Crew Member; Jodie Lea, District Trail Crew Leader, and Tina Goeser and Martin Einert, Volunteers, made up the second crew. They stabilized a historic log cabin, built before 1919 and nicknamed the "post office," so it would be compatible with surrounding land which is classified Wilderness. The stabilization was to prevent further deterioration of the cabin which is a historical example of architecture associated with homesteading and early ranching.

PERSONNEL

In Memoriam

WALTER H. SUNDELL died January 9 at age 71 in Boise, Idaho. He worked on the Helena, Beaverhead, Custer, and Lewis and Clark National Forests in Region 1, moving to Region 4 in 1962. He retired after 33 years with the Forest Service. At the time of his retirement, he was Staff Officer for Wildlife, Watershed, Range Management, Lands and Soils on the Boise National Forest.

JACK S. BARROWS, former Chief of the Division of Fire Research at the Fire Laboratory in Missoula, died at his home in Green Valley, Arizona, on February 25. Barrows was a pioneer in lightning research and cloud seeding and was an early champion of fire retardant use. In the 1950's, he campaigned to fund a fire laboratory at Missoula and then became its first Director. The lab remains one of the world's most advanced facilities for studying fire. Barrows was promoted to Chief of Fire and Atmospheric Sciences Research in the Washington Office in 1964. He retired in 1972.

HARRY HASBROUCK (H.H.) VAN WINKLE, passed away at his home in Jackson on April 19 following a short illness. "Rip," as he was known to his friends, was born in 1901 on a ranch near Roscoe, outside Red Lodge, Montana. Rip was the last of 10 children. His mother died when he was 6 and a sister raised him. His father died when he was 13.

Rip's father was an Episcopal Priest. When his father preached, Rip pumped the bellows of the church organ, which a sister played. But Rip got in trouble one Sunday when he climbed out the window to go sledding and didn't get back in time to pump the bellows.

Rip received a degree in forestry in 1927 from the University of Montana. While still a college student, Rip began his federal service as a firefighter and laborer for \$.35 an hour. His first permanent appointment was Forest Ranger on the Monticello Ranger District of the LaSal National Forest in Utah. After assignments on the Sawtooth and Lemhi National Forests in Idaho, the old Wyoming National Forest, and the Boise Forest, he became a Staff Officer in Recreation and Lands in the Regional Office. His final assignment was Forest Supervisor on the Teton National Forest from 1957 to 1963.

Jackson continued to be Rip's home after his retirement. To keep busy, he did odd jobs

and he loved to play cribbage with his senior citizen friends. He loved the outdoors and always worked to contribute to a better environment.

Famed Surname and Company Receive Safety Award

A Moab District Belt Buckle has been awarded to John Patton and his fire crew by District Ranger Raymon Carling for their safe job performance.

John Patton came to Price, Utah, in January 1977 as the new Fire and Fuels Management Specialist in the Supervisor's Office. In 1981, he became Crew Boss of a fire hand crew made up of 20 trained people from the Districts and the Supervisor's Office. Patton and his crew have travelled six to nine times per year to off-Forest fire emergencies in Idaho, California, Wyoming, Nevada and, of course, Yellowstone. Patton is proud of the diversity of the men and women on this quality Type II hand crew.

The Moab and Monticello Districts also use Patton as Burning Boss, which sounds a little like the equivalent of a general in the armed forces, on understory ponderosa pine burns of 800-900 acres where fuels are ignited with drip torches and matches. A crew of five to eight people work in the burn area during prescription.

Prescribed burns have been effective. For example, the Paradox Creek area on the Moab District was burned by prescription in 1987 to dispose of ladder fuels. Eliminating the natural fuels kept the fire out of the treetops after a lightning strike in that area in 1988.

Moab District crew members who served on the off-Forest hand crew last year were Leanard Garcia, Mike Mustache, Steve Gillwood, Randy Davis, Shad Schmidt and Marlin Kills-In-Sight. Most of the crew will return for the 1989 season to . . . SAFE-LY . . . serve under Patton.

Moab Ranger District Personnel
Manti-LaSal National Forest

Awards

REGIONAL OFFICE

BRUCE BROWN, LINDA CARTER, HANK CHEATHAM, BOB COTTINGHAM, JERRY HAMILTON, SUSAN HAYWOOD, JEANNETTE HARTOG, JOHN MCROBERTS, JOYCE MOLY-NEAUX, JIMMIE RAGLAND, SHERRIE SALAZAR, ROLLIE SAYLOR, DANNY SMITH AND BEVERLY THACKERAY, Timber Management - For sustained superior performance resulting in the maintenance of high quality work during a period of organizational reduction and great emotional stress. SUSAN HAYWOOD, Clerk Typist, Timber Management - For exceptional effort extended to the Aircraft Use Reporting System. LINDA CARTER, Computer Assistant, Timber Management - For exceptional effort in producing a quality proposal for Bureau of Prisons work centers in the Intermountain Region and doing this under very severe time constraints. THELMA SHINNEY, Conveyance Clerk, Rec. and Lands - For leadership in setting up the National Reservation System contract. GLENDA W. MOORE, Computer Assistant, Planning and Budget - For creating "The Book" for the Region.

CARIBOU NATIONAL FOREST

KENNETH TIMOTHY, Wildlife Biologist, Malad RD - For distinguished performance in developing extraordinary tactical suppression strategies on the Devil Creek, Dayton and Weston Fires and his support of other fire suppression efforts in the Intermountain West in 1988. CAROL JONES, Support Services Supervisor, Malad RD - For superior performance in support of the special tactical suppression effort on the wildfires on the District in 1988. CLYDE WILLIAMS, Forestry Technician, Malad RD - For outstanding performance during the 1988 fire season. IRIS BLAISDELL, Clerk Typist; HARRY SHERMAN, Forestry Technician; and DONALD CHIVERS, Forestry Technician, Malad RD - For outstanding performance during the 1988 fire season. FRANK GUNNELL, District Ranger, Malad RD - For distinguished performance in employing extraordinary fire suppression tactics on wildfires on the District during the 1988 fire season. BOYD COOK, Mining Engineer Technician, Soda Springs RD - For sustained superior performance in support of fire suppression efforts in the Intermountain area during the 1988 fire season. ANTHONY VARILONE, District Ranger, Soda Springs RD - For outstanding personal commitment and leadership in dealing with the growth of the Trail Creek Fire and in serving as Forest liaison with the Class I Overhead Team in 1988. NANCY HESS, Resource Clerk, Soda Springs RD - For exceptional service rendered to fire suppression efforts in the Intermountain area during 1988. SHIRLEY LUND, Support Services Supervisor, Soda Springs RD - For substantially exceeding the requirements of her position in providing support to the Overhead Team, handling the heavy public information workload and carrying on District business during the Trail Creek Fire. BRENT PORTER, Supervisory Forester, Soda Springs RD - For outstanding support and participation during fire suppression efforts in the Intermountain area during 1988. ROBERT TONIOLI, Supervisory Range Conservationist, Soda Springs RD - For sustained superior performance in support of fire suppression efforts in the Intermountain Region during 1988. JEANNE WHITE, Forester, Soda Springs RD - For substantially exceeding the requirements of her position in support of fire suppression activities on the Trail Creek Fire in 1988. BONNIE FLFMING, Clerk Typist, Soda Springs RD - For substantially exceeding the requirements of her position and providing exceptional support in the suppression of the Trail Creek Fire in 1988. JERALD TOWER, Pocatello District Ranger - For outstanding performance in suppression of wildfires on the District, outstanding work with the new Gateway Intermountain Fire Forest Cooperative, and in meeting all assigned targets during FY 1988. MICHAEL BIRCH, Forestry Technician, Pocatello RD - For outstanding performance and effort on District and Intermountain West fire suppression activities during 1988. CARL LINDERMAN, Asst. District Ranger, Pocatello RD - For outstanding performance in suppression of wildfires on the District, outstanding work with the new Gateway Intermountain Fire Forest Cooperative and in meeting all assigned targets during FY 1988. JEFFREY JONES, Forestry Technician, Pocatello RD - For exceptional performance and extra effort in on and off-Forest fire suppression assignments in the Intermountain West in 1988. JAMES GILSDORF, Forestry Technician, Pocatello RD - In recognition of his outstanding effort in suppression of wildfires on the Forest during 1988. MARK VEDDER, Range Con.; ELLEN RYAN, Support Services Spec.; MARILYN MERRILL, Information Receptionist; MARTHA JO GIRARD, Clerk Typist; and SUSAN WIGHT, Resource Asst., Pocatello RD - For outstanding performance in support roles for fire suppression on the District during 1988. SUSAN WIGHT, Resource Assistant, Pocatello RD - For outstanding service in developing Forest Service/community outreach and human resource programs in the Pocatello, Idaho, area.

PERSONNEL

ERIC MATTSOn, Forestry Technician, and **TATTERSON SMITH**, Supervisory Forester, Montpelier RD - For superior performance, extra effort and the large amount of personal time to complete District fire suppression and prevention jobs during a prolonged period of extreme fire danger and in supporting suppression efforts on the rest of the Forest in 1988.

DEBRAH TOWNSEND, Landscape Architect, SO - For outstanding accomplishment in support of fire suppression efforts on the Forest during 1988 in performing her duties as a Situation Unit Leader on the Devil Creek Fire and as Helibase Manager on the Walker Creek and Trail Creek Fires.

DAHL ZOHNER, Realty Specialist, SO - For outstanding performance as a Facility Unit Leader on the Devil Creek Fire, dispatch and logistic support on the Walker Creek and Trail Creek Fires on the Forest; Division Group Supervisor on the 1988 Yellowstone fires; and as Acting Branch Chief of Recreation, Lands, Timber and Fire during part of the 1988 fire season while carrying out and meeting all 1988 targets.

ADRIENNE CHRISTOPHER, Supervisory Programmer Analyst, SO - For sustained above-average support of the 1988 fire suppression effort in installing and maintaining the Forest's telephone and computer system. For exemplary performance in doing a variety of administrative officer duties while the incumbent was performing fire duties at other locations.

GALEN SUTPHIN, Purchasing Agent, IDA/WY Contracting Center - For outstanding contribution to fire suppression efforts on the Forest and nationally during 1988.

MARY REYNOLDS, Payroll Clerk SO - For distinguished service in the field of personnel management and payroll Forest firefighting personnel during 1988.

CALVIN DENISON, Contract Specialist, IDA/WY Contracting Center - For outstanding contribution to fire suppression efforts on the Forest and nationally in the fields of contracting and purchasing during 1988.

GEORGE COTTON, Forestry Technician, SO - For outstanding performance in support of fire suppression and in supervising 3 groups of expanded dispatchers in controlling the Devil Creek, Walker Creek, Green Canyon, Weston, Dayton, Trail Creek and more than 30 other A, B, C Fires on the Forest and in providing support equipment and firefighting personnel for Regional and National fire suppression efforts in 1988.

HAROLD KLEIN, Administrative Officer, SO - For distinguished service to the Forest and national fire suppression effort in administrative services and as a member of the National Payment and Procurement Team in 1988.

BOYD CARPENTER, Supervisory Forester, SO - For significant contributions in responding to the most critical fire season in Forest history. With personal involvement and leadership, successfully called in necessary support to effectively handle each major conflagration in 1988.

JOHN B. PADIAN, Forester, SO - For outstanding 1988 performance as an Operation Section Chief and Division Group Supervisor on the Walker Creek Fire; as a Division Group Supervisor and Incident Commander on the Trail Creek Fire; as a Division Group Supervisor on the Dayton and Weston Fires on the Forest, and as a Situation Unit Leader on the Yellowstone Fire Complex and in accomplishing all 1988 assigned targets in timber management.

JOEL BALMFORTH, Engineering Tech., SO - For extraordinary efforts and execution of activities as the Staging Area Manager and in support of the expanded dispatch organization during suppression of the Trail Creek and other fires on the Forest in 1988.

CHARLES PARSONS, Automotive Repair Inspector, SO - For outstanding support of the fire suppression effort in southeast Idaho and particularly the Caribou Forest in fleet management, inspection and operations during 1988.

THIEL KUNZ, Range Conservationist, SO - For his performance with the rehabilitation team and concern for resource coordination on the Trail Creek Fire in 1988.

RANDALL MICHAELSON, Surveying Technician, SO - For outstanding effort in support of the 1988 fire season and suppression of fires in the Greater Yellowstone Complex.

TIMOTHY JOHNSON, Supervisory Contract Specialist, IDA/WY Contracting Center - For substantially exceeding the requirements of his position in contracting and purchasing for the Forest and national Overhead Teams during the 1988 fire season.

MARCIA PARSONS, Clerk Typist, SO - For exceptional support of the procurement and office services section during the 1988 fire season.

JEANNE B. BARRETT, Computer Assistant; **YVONNE OLIVER**, Mail and File Clerk; **ALOMA PHILLIPS**, Procurement Clerk; **MARJORIE LIGHT**, Procurement Assistant; and **PEGGY SMITH**, Purchasing Agent, SO - For battling the "behind the lines fires" of the infamous "88" fire season. Many tasks, duties and responsibilities were accepted for those on frontline fires.

DIXIE NATIONAL FOREST

BEVAN KILLPACK, Public Affairs Specialist - Was named "Innovator of the Year" for his efforts to make the Dixie National Forest more visible and available to the public.

MARY STATHIS, SO - For sustained performance of duties at a level that substantially exceeded an acceptable level of performance.

FISHLAKE NATIONAL FOREST

JUDY GIBSON, SCSEP employee, Fillmore RD - For her recreation display used in District campgrounds. The display shows at a glance which units are reserved. She has shown initiative and willingness to do any job she has been assigned.

DARWIN JENSEN, Forester (Admin.), Beaver RD - For superior performance on the Huck/Mink Fire.

HUMBOLDT NATIONAL FOREST

VAUN M. CLEMENTS, Range Technician - For building and upkeep of all District signs and construction of the Wildcat Guard Station mostly with volunteers.

BOB MAXWELL, Range Technician - For preparation of Pole Creek Guard Station area for the 71 Association celebration.

VALENTINA LEDGER, Program Analyst, SO - For dedication and quality performance.

DALE C. ARMSTRONG, Supervisory Civil Engineer, SO - For supporting the development of the Forest Land and Resource Management Plan and EIS in a compressed time frame and ahead of schedule.

BRETT GLOVER, Range Technician, Mountain City RD - For sustaining high quality performance in range administration. This performance has resulted in superior operations on a sustained basis.

CRAIG GROTHer, Wildlife Biologist, Mountain City RD - For sustaining high quality performance in range administration. This performance has resulted in superior operations on a sustained basis.

DIANE C. BRADY, Support Services Specialist, Mountain City RD - For a high level of support to the District that substantially exceeded normal requirements of the job.

MANTI-LASAL NATIONAL FOREST

PATRICK J. SPAHR, Forester, Moab RD - For outstanding performance relating to the administration of the Roc Creek Timber Sale. Also for exceptional support of special emphasis Civil Rights programs (Concern, Youth Summer Camp, etc.).

A. JOEL FRANSEN, Branch Chief, Range, Wildlife, Watershed and Law Enforcement, SO - For outstanding staff work that resulted in the elk transplant in San Juan County.

CHARLENE V. MCDUGGALD, Support Services Supervisor, Price RD - For superior performance from March 1 to September 30, 1988.

LELAND A. MATHESON, Range Conservationist, Price RD - For outstanding leadership and performance during the planning and construction of the Huntington Reservoir.

LINDA MCKINNEY, Support Services Specialist, Moab RD - For outstanding performance and her willingness to accept additional responsibilities and in going the extra mile.

Extra-Step Award

PETER M. KILBOURNE, Geologist

Length of Service

JEFFREY M. SIMS, Administrative Officer, SO - 20 years

JOAN HARVEY, Support Services Spec., Monticello RD - 10 years

PAYETTE NATIONAL FOREST

The Fire Management Branch of the Krassel RD—**RICK BELNAP**, **ED ALLEN** and **GLENN JOHNSTON**—received an award in recognition of their contributions to achieving workforce diversity in Fire and Aviation Management. L. A. Amicarella, Washington Office Director of Aviation and Fire Management, presented the award at a national conference in Denver, Colorado.

SALMON NATIONAL FOREST

TOM PATTEN, Forestry Technician, SO - For superior performance on the Huck/Mink Fire.

DIXIE LAMEY, Forestry Aid - For performance as Kitchen Crew Supervisor on Yellowstone Fire in a manner exceeding expectations.

TARGHEE NATIONAL FOREST

BRUCE FOX, Ashton District Ranger - For exceptional initiative and effort in managing potentially serious grizzly bear and sheep grazing incidents in the Jedediah Smith Wilderness.

MARSHA PHILLIPS, Secretary (Typing), SO - For maintaining effective communications and coordination with the Forest Management Team during the critical 1988 fire season.

STEPHEN RUSHTON, Supervisory Forester, SO - For unusual accomplishment in the organization and supervision of the "Farmer Strike Team" which placed high volume irrigation systems to protect residences and businesses in the Island Park area during the North Fork Fire.

JOHN PRICE, Supervisory Forester, SO - For unusual accomplishment in managing the Forest's fire and timber organizations during a period of extreme fire activity without curtailment of natural resource management programs.

CHARLES SORENSON, Administrative Officer, SO - For unusual accomplishment in organizing and managing the procurement activity for the North Fork Fire.

RODD RICHARDSON, Wildlife Biologist, R-I (RO) - For exceptional accomplishment in organizing and implementing massive firefighting efforts on the Island Park District on two occasions when the North Fork Fire advanced to the southwest.

TOIYABE NATIONAL FOREST

MICHAEL DONDERO, Supervisory Forester, Carson RD - For diligent and consistent public relations work.

UINTA NATIONAL FOREST

KIM J. MARTIN, Civil Engineer, SO - For outstanding accomplishment as Acting Forest Engineer.

J. EARL MCDONALD, SCSEP, Heber RD - For an outstanding job on various District carpentry projects.

MADE A DIFFERENCE

Jeffrey Bott, Silviculturist, Powell Ranger District, Dixie National Forest, was recognized as "An Employee Who Has Made a Difference" at the National Timber Sales Meeting in Albuquerque, New Mexico, on April 24. The presentation was made by Dave Unger, Associate Deputy Chief, National Forest Systems.

Jeff's selection was based on his continuing contribution to the science of silviculture and, specifically, for his development and management of a complex land stewardship contract on the Dixie National Forest.

Roll Call

REGIONAL OFFICE

Appointment

DAWNE CLARK, Clerk Typist, PM

Promotions

GRANT MORTENSEN, Operations Group Leader, INT, to Employee Development Group Leader, PM

BEVERLY THACKERAY, TM, to Computer Prog., CS&T, WO

JUDY BARKER, Clerk Typist, PM, to Secretary, PM

SHERRIE SALAZAR, Timber Mgt., to Secretary, RF Office

JOE GUSS, Director of Fiscal and Public Safety, to Director of Fiscal and Law Enforcement, R-8

KAREN MARK, Payroll Clerk (Typing), TM, from R&W

SUE GREEN, Secretary, E, to Office Manager, E

SUSAN HAYWOOD, Clerk Typist, TM, to Computer Asst., TM

JAN SINGLETON, Computer Technician, TM, to Computer Programmer Analyst, TM

Promotions in Place

CHARLENE REED, Purchasing Agent, AS

GLENN PREVEDEL, Secretary, RF

KAREN TIPTON, Purchasing Agent, AS

SUSAN BYBEE, Realty Specialist, R&L

LYNN BIDLACK, Land Law Examiner, R&L

CYNTHIA CHOINACKY, Public Affairs Specialist, IO

CARMEN FUNSTON, Personnel Mgt. Specialist, UNCP

TINA MILDON, Procurement Assistant, AS

BETH SJOBLUM, Purchasing Agent, AS

TAMARA ADAMS, Procurement Clerk (Typing), AS

CLIFF BLAKE, Interdisciplinary, R&L

JON LEONARD, Land Surveyor, E

GLENN MOORE, Computer Assistant, P&B

KEN KNAPP, Biological Technician, Forest Pest Management, Boise Field Office

Reassignments

KAREN MOSES, Clerk Typist, Eng., to Person. Clerk, UNCP

NONA BABCOCK, Computer Programmer, RO, R-I, to Computer Systems Analyst, TM

TERESSA CYFERS, Accountant, F&PS, from Uinta NF

FRANKLIN GROVER, Forester, Wasatch-Cache NF, to Forester, R&L

RICHARD ESTES, Deputy Forest Supervisor, Black Hills NF, R-2, to Interdisciplinary, R&L

FRANK MCELWAIN, Forester, R&L, to Supervisory Forester, Wasatch-Cache NF

Transfers In

LEANN TRACY, Clerk-Typist, E, from Hill Air Force Base

JOAN ADRAKNA, Equal Employment Manager, BLM, Wyoming, to Civil Rights Director

SHELAH PORTOUKALIAN, Personnel Management Specialist, from US Fish and Wildlife Service (Atlanta)

JODYRAE ANDERSON, Clerk-Typist, PM, from Social Security

ASHLEY NATIONAL FOREST

Appointments

ZERONE LEFLET, Maintenance Worker, Flaming Gorge

BART W. TAYLOR, Maintenance Worker, Flaming Gorge

Promotion

DIANE AUGUSTUS, Resource Clerk, SQ, to Accounting Technician, SO

PERSONNEL

Reassignments

DONALD E. PETERSON, Duchesne District Ranger, to Boise District Ranger
DOUG TURNER, Forester, Big Piney RD, Bridger-Teton NF, to Forester, Flaming Gorge RD
CHARLES KENT MILLER, Supervisory Civil Engineer, SO, to Land Surveyor, SO
SUSAN WIGHT, Resource Assistant, Caribou NF, to Supervisory Forester, Duchesne RD
JOHN SIMONS, Water Treatment Plant Operator, Flaming Gorge RD, to Supervisory Forestry Tech., Flaming Gorge RD

Resignations

THOMAS SMITH, Wildlife Biologist, Flaming Gorge RD
DIANA RASMUSSEN, Accounting Technician, SO

BOISE NATIONAL FOREST

Promotion

RANDALL SWICK, Supervisory Forester, Cascade RD, to Forester (Admin.), Bridgeport RD, Toiyabe NF

BRIDGER-TETON NATIONAL FOREST

Appointments

PATRICIA HAINES, Fire Operations Clerk, SO
MARTIN VIDAK, Forestry Technician, Buffalo RD
SHIRLEY GOWETT, Clerk Typist, Jackson RD
LIZ NOVAK, Landscape Architect, SO

Promotions

LUCY K. WILKERSON, Geologist, Beaverhead NF, to Interdisciplinary, SO
KELLY PARRISH, Resource Clerk Typing, Jackson RD, to Resource Clerk, Jackson RD
DONALD BRIGHT, Resource Assistant, Jackson RD, to Forester (Admin.), Fernan RD, R-1

Promotions in Place

BARBARA RIDGEWAY, Accounting Technician, SO
CYNTHIA ROGOWSKI, Budget and Finance Analyst, SO
JAN LANGERMAN, Land Surveyor, SO
DEBRA HOOK, Clerk Typist, Big Piney RD

Reassignments

ANNA A. EGBERT, Supervisory Accounting Technician, SO, to Accounting Technician, SO
LESLIE R. JONES, Supervisory Forester, SO, to Natural Resource Planner, SO
TED TIDWELL, Admin. Asst., SO, to Accounting Tech., SO
JUDY SCHUTZA, Forester, Bitterroot NF, to Resource Assistant, SO
JILL SUTHERLAND, Supervisory Civil Engineer, Humboldt NF, to Civil Engineer, SO
GERALD RUSTAD, Supervisory Forester, Superior NF, to Resource Assistant, Kemmerer RD

CARIBOU NATIONAL FOREST

Promotion in Place

JULIE KING, Range Conservationist, Montpelier RD

Reassignments

SUSAN WIGHT, Resource Assistant, Pocatello RD, to Supervisory Forester, Ashley NF
RICK VANBEBBER, Range Conservationist, Payette NF, to Range Conservationist, Soda Springs RD

CHALLIS NATIONAL FOREST

Promotion in Place

JILL TOFFLEMIRE, Forestry Aid, Challis RD

Reassignment

DAVE AICHER, District Ranger, Sioux RD, R-1, to Forester (Admin.), Lost River RD

DIXIE NATIONAL FOREST

Appointments

ANTOINETTE VAN KRIEKEN, Soil Scientist, SO
DANNY MATHESON, Engineering Equipment Operator, SO
DONNA DISCHBEIN, Clerk Typist, SO

Promotions

CATHERINE LE FEVRE, Computer Programmer, SO, to Computer Specialist, Winema NF, R-6
RONALD L. RODRIGUEZ, Wildlife Biologist, Kaibab NF, to Wildlife Biologist, SO

Promotion in Place

FRANK ANGELE, Forestry Technician, Teasdale RD

Reassignments

PAUL DASTRUP, Civil Engineer, SO, to Zone Engineer, Grand Mesa and Uncompahgre National Forests, R-2
MARK VARHUS, Civil Eng., SO, to Civil Eng., Helena NF

FISHLAKE NATIONAL FOREST

Appointments

LOIS BROWN, Clerk, SO (former SCSEP employee)
BARBARA SUDWEEKS, Clerk, SO (SCSEP)

LAFE LEVI, Forestry Technician, Fillmore RD
RALPH SMITH, Forestry Technician, Fillmore RD

Promotion in Place

JEANETTE YOUNG, Contract Specialist, SO

Reassignment

SHERRY SORENSEN, Purchasing Clerk, to Bridgeport RD, Toiyabe NF

HUMBOLDT NATIONAL FOREST

Converted to Career Conditional Appointment

JOAN SUSTACHA, Forestry Technician, Ruby Mountains RD

Promotion

JED PARKINSON, Civil Engineer, Targhee NF, to Supervisory Civil Engineer, SO

Reassignments

MITCHELL A. BULTHUIS, Range Conservationist, Wenatchee NF, to Range Conservationist, SO
DEAN MORGAN, Range Conservationist, Ruby Mountains RD, to Range Conservationist, Mountain City RD
KENNETH OLSEN, Forester, SO, to Forester, Kaibab NF
CRAIG GROTHOR, Wildlife Biol., Mountain City RD, to Wildlife Biol., Grand Mesa, Uncompahgre and Gunnison NF
JILL SUTHERLAND, Civil Engineer, Bridger-Teton NF, to Civil Engineer, SO

Resignation

SHELLIE BREWER, Range Conservationist Student Trainee, Ruby Mountains RD

Transfer In

CARREN MORGAN, Range Conservationist, Bureau of Land Management (Elko), to Range Conservationist, SO

MANTI-LASAL NATIONAL FOREST

Appointment

BRUCE C. ROBERTS, Fisheries Biologist, SO

Promotions

STAN MCDONALD, Archeologist, Columbia River Gorge National Scenic Area, to Archeologist, SO
RANDY M. DAVIS, Forestry Technician, Moab RD, to Supervisory Forestry Technician, Moab RD

Promotions in Place

VERA NICKAS, Resource Clerk, SO
CHARLEN F. MCDOUGALD, Support Services Supervisor, Price RD

PAYETTE NATIONAL FOREST

Promotions

DAVID SPANN, Forester, WO, to Forester (Admin.), New Meadows RD
LINDA FITCH, Forester, McCall RD, to Forester (Admin.), McCall RD

SALMON NATIONAL FOREST

Appointments

CORNELIA HLAWATSCHKE, Forestry Tech., Cobalt RD
BRECK L. HUDSON, Lead Forestry Technician, Cobalt RD
DAVID SABO, Lead Forestry Technician, Cobalt RD

Promotion

JAMES F. WILEY, JR., Forestry Technician, SO, to Criminal Investigator, SO

SAWTOOTH NATIONAL FOREST

Promotions

TERRENCE CLARK, Supervisory Forester, Waldport RD, to Deputy Ranger, Sawtooth NRA
ROBERT HENDRICKS, Planning Staff Officer, to Centennial Coordinator, WO

Reassignment

KATHY HARDY, Forest Archeologist, Lake Tahoe Basin Management Unit, R-5, to Archeologist and Dispersed Recreation Specialist, SO

TARGHEE NATIONAL FOREST

Promotions

IRENE RIGBY, Clerk (Typing), SO, to Payroll Clerk, SO
CATHEY HARDIN, Forestry Technician, Island Park RD, to Supervisory Forestry Technician, Island Park RD
VERNON KIMBLE, Forester, Island Park RD, to Recreation Staff Officer, Malheur NF, R-6

Promotion in Place

MARIE DAVIS, Clerk Typist, SO

Reassignments

NEIL R. BABIK, Soil Scientist, Wasatch-Cache NF, to Soil Scientist, SO
SUSAN FARRELL, Electronics Tech., SO, to Resource Clerk, SO
BRENT PORTER, Supervisory Forester, Caribou NF, to Forester

Forester (ADM), Palisades RD

Retirement

JOHN WHITSON, Supervisory Forester, Recreation, SO

Transfer In

JAMES DORR, Soil Scient., SCS, to Soil Scient., Palisades RD

TOIYABE NATIONAL FOREST

Appointments

BARBARA RAYMOND, Range Conservationist, Austin RD
DIANE WILLIAMS, Range Conservationist, Tonopah RD

Promotion

MARCIA JOSEPH, Realty Special., SO, to Realty Officer, SO

Promotion in Place

PAULETTE BENALLY, Clerk, SO

Reassignments

JONATHAN LEE, Supervisory Forestry Technician, Bridgeport RD, to Supervisory Forestry Technician, Quincy RD, R-5
SHERRY SORENSEN, Payroll Clerk, Fishlake NF, to Resource Clerk, Bridgeport RD
DALE SHIPPELHOUTE, Forestry Technician, Mendocino NF, to Supervisory Forestry Technician, Carson RD

Transfers In

CATHERINE HILL, Secretary, Department of Air Force, to Resource Clerk, Las Vegas RD
CAROL EDWARDS, Administration Clerk, BLM (Tonopah, Nevada), to Support Services Specialist, Tonopah RD

Transfers Out

RICHARD DOLPHIN, Lead Forestry Technician, Bridgeport RD, to Smokejumper, BIFC
ANN RUSK, Payroll Clerk, Las Vegas RD, to Case Processor, IRS

UINTA NATIONAL FOREST

Promotions

DEANNA R. NELSEN, Biological Technician, SO, to Ecologist, SO
BRENT MCBETH, Boise District Ranger, to Recreation and Lands Staff Officer, SO

Reassignment

JANE LEINBACH, Range Conservationist, Spanish Fork RD, to Range Conservationist, Walla Walla RD, R-6

Transfer In

KATHERINE FOREMAN, Military Pay Examiner, Ft. Douglas, to Information Receptionist, SO


WASATCH-CACHE NATIONAL FOREST

Promotion

ROBERT CRON, Supervisory Forester, to Interdisciplinary, WO

Reassignment

KEN PAGE, Civil Engineer, SO, to Civil Engineer, RO



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*Colleen Anderson, Editor
Susan McDaniel, Design and Layout*

HISTORY

Lucille W. Johnson's . . .

"Memories of a Forest Ranger's Wife, 1940-1946, Pine Valley Ranger District, Dixie National Forest"*

"There was no electricity in the town of Pine Valley and all cooking had to be done on a woodburning stove. This was a whole new experience for me but I learned fast—of necessity—in order to feed my family.

"It was sort of an unwritten law in those days that the Ranger's wife would cook for visiting Forest Service officials when they came on inspection or other trips to the Ranger District. The men stayed at night in a back room of the office building at the Pine Valley Station, but the Ranger's wife was responsible for their meals, for which they paid a generous amount, so were entitled to a reasonably good meal.

"The first time a group of men came from regional headquarters in Ogden, Utah, somehow the 'wire had been crossed up,' and we did not know they were coming. All at once one morning early three or four official-looking men arrived ready to begin their inspection tour. While the Ranger hurriedly arranged for horses for these men to ride

and gathered other necessary equipment and materials together, I put up sack lunches for their noon meal. Since we could keep no fresh foods requiring refrigeration on hand, we used lots of canned meats. This particular day, I used Spam to put in the sandwiches and afterwards was told by the Ranger that just about all Forest Service men hated the very sight of Spam because it had been used so much in meals in CCC camps and by the U.S. Army.

"After they had all departed on their horses for the day, I began my preparations for the evening meal. I first had to get my week's supply of food from Cedar City. So, I got into our 1939 unreliable Plymouth and drove the 45 miles over mostly unimproved roads to Cedar, mentally making lists of the things I would need. As soon as I got back, I built a fire in the little wood stove—thank goodness the Ranger had left the wood box full. When the oven got up to temperature, I put a cake in to bake. I set the table with our best tablecloth—in the front room—then went about preparing the meal. When

the men arrived, I was ready. They ate heartily and when I saw them contentedly smoking their pipes out on the front porch, I knew the meal had been a success . . .

"The next problem was breakfast. With this meal, the Ranger was my salvation. He helped me prepare it . . . while I again put up sack lunches, avoiding using Spam, however. After they had all gone again for the day, I hurried around and bought some chickens for the evening meal. I had to pluck and clean them, something I had never done before, but I did what I had to do and had a nice chicken dinner ready when the men arrived in the evening. And so I managed to get through the days of my ordeal. After this one experience, we made very sure that we were well prepared and ready for similar occasions."

**Lucille is the mother of Phil Johnson, Regional Interpretive Services Coordinator, and wife of "Hap" Johnson who retired from Range Management in the Regional Office in 1967. The foregoing is extracted from one chapter of Lucille's paper-bound booklet.*

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